GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:4141
ANSWERED ON:12.12.2016
Human Capital Index
Singh Shri Hukum

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether India has been ranked very low on a world-wide Human Capital Index which measures country''s ability to nurture, develop and deploy talent for economic growth;

(b) if so, the details thereof and reasons therefor along with the corrective measures taken/being taken to improve the position;

(c) whether the country''s rating on labour force participation is also very low due to large employment gender gaps, if so, the details thereof; and

(d) the corrective steps being taken in this regard?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) to (d): The World Economic Forum brings out a Human Capital Report which ranks countries on the basis of a Human Capital Index that captures the complexity of education, employment and workforce dynamics. According to this report, India has the following composite rankings covering various aspects on education, economic participation, skills, etc.

Age Group Rank Overall
0-14 62

105
15-24 106
25-54 119
55-64 120
65 and above 119

Similarly, India's ranks on other parameters are:

Rank
Youth Literacy 103
Gender gap 121
Quality of Education System 39
Staff Training 46
Ease of finding Skilled Employees 45

According to the Employment and Unemployment Surveys conducted by Labour Bureau, the labour force participation rate for 15 years and above during the last few years is as follow:

Labour Force Participation Rate (LFPR) 15 Years & Above - All India (in %)
Year Rural+Urban
Male Female Transgender Persons
2011-12 77.9 30.0 - 55.4
2012-13 77.2 26.5 - 53.1
2013-14 75.7 31.1 - 55.6
2015-16 75.5 27.4 48.8 52.4

The decline in female labour force participation rate may be attributed to factors like increase in level of income in rural areas due to increase in real wages, increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc. The Female Labour force participation rates in other countries as compiled by ILO are given at Annex-I.

The Government has taken several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill activities in 20 Ministries running skill development

schemes across 70 sectors. Government has implemented the National Career Service having a portal (www.ncs.gov.in) for online registration and posting of jobs for job-seekers and provide other employment related services. Government has also taken measures through schemes such as National Rural Livelihood Mission, National Urban Livelihood Mission etc. will enhance the skill potential of rural and urban females and make them employable. Labour laws have provisions for organizing child care centers for the benefit of women workers like The Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and the Building and other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996. The Mines CrÃ¨che Rules, 1966 provide for establishment of crÃ¨ches for the benefit of women workers. The Plantation Labour Act, 1951 provides that the women workers be provided time-off for feeding children and Mahatma Gandhi National Rural Employment Guarantee Act, 2005 also provides for child care facilities at worksite.
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